

Navy Enlisted Advancement System (NEAS)



Presentation Topics

- **Purpose of advancement exams**
- **How the exams are developed**
- **How the exams are scored**
- **Profile sheet - What does it mean?**
- **How the candidate can prepare for the exam**

Purpose of Advancement Examinations

The advancement-in-rate examination is a tool used to rank already *qualified* candidates on the basis of rating and professional military knowledge at the next higher rate.

Qualifying to Take the Exam

- ♦ **All candidates who take the exam must be qualified for advancement to the next-higher rate**
- ♦ **Service in paygrade requirement has been met**
- ♦ **E-5 and above WARFARE qualification (on Sea Duty)**
- ♦ **CO recommendation**

Time In Rate Requirements

Paygrade

Time In Rate (TIR)

E-1 to E-2	9 months
E-2 to E-3	9 months
E-3 to E-4	6 months
E-4 to E-5	12 months
E-5 to E-6	36 months*
E-6 to E-7	36 months*
E-7 to E-8	36 months
E-8 to E-9	36 months

*** 1-year TIR waivers for E6/7 EP candidates**

Exam Development Facts

- **Written by CPOs (E-7 to E-9)...**
 - **Recent fleet experience**
 - **From ratings (BM, SH, etc.) or**
 - **From rating communities (EMN, AWA, etc.)**
- **Designed to test experience and knowledge**

Yet More Exam Development Facts

- **Exams consist of 200 questions**
Occupational + Professional
Military

Knowledge

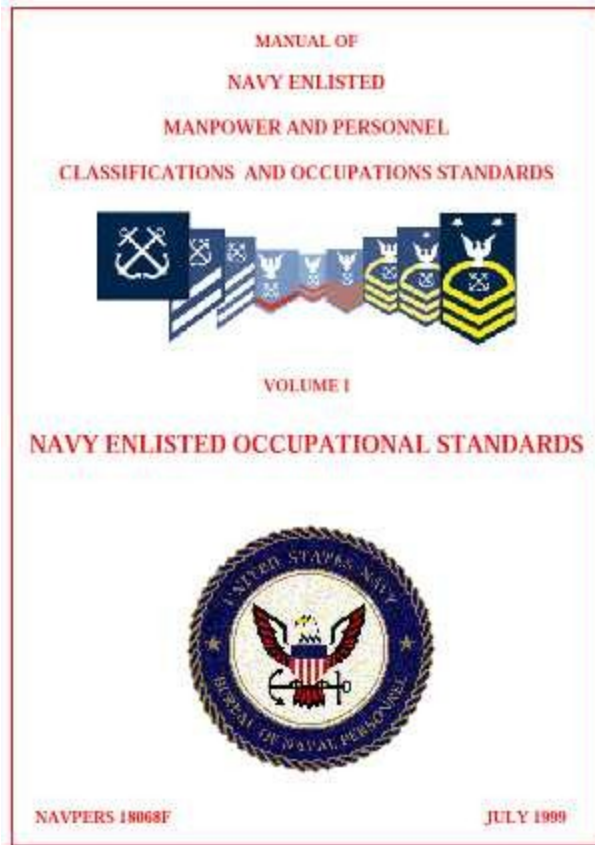
E7	100	100
E6	115	85
E5	135	65
E4	150	50

Even More Exam Development Facts

- **Navy exams test on occupational (rate) and professional military knowledge (PMK) information**
 - **Exams test the most important topics for the rate**
 - **Every question must be supported by a “bib” reference**
 - **Occupational Standards, Naval Standards, and other standards pertaining to the rating are used to validate questions**

Occupational and Naval Standards (NAVPERS 18068F)

Contains Occupational and Naval Standards for all Navy ratings



- Developed from periodic fleet surveys of Sailors in the ratings and community representatives
- OCCSTDs and NAVSTDs may be found on the BUPERS CD ROM that is mailed to commands quarterly and at: www.bupers.navy.mil

Exam Scoring

- **There are two approaches to exam scoring:**
 - **Criterion-referenced (schoolhouses)**
 - **Norm-referenced (Navy advancement exams)**

Criterion-Referenced Exam Scoring

- **Criterion-referenced exam scores represent your performance based on a specific standard**
- **Most Navy schoolhouses, high schools, universities, etc. use criterion exam scoring. For example:**
 - **A 100 question test requires a minimum of 70 to pass.**
 - **If you get 87 questions correct, your score is 87%-- you will pass.**

Norm-Referenced Exam Scoring

Norm-referenced scores represent your performance in relation to everyone else who took the same exam at the same time as you.

- **Advancement exams use norm-referenced scoring**
- **You cannot determine from a norm-referenced score how many questions you answered correctly.**
- **You can only determine whether you scored higher or lower than others who took the same exam.**

Advancement Exam Objectives

- **Advancement exams meet two objectives:**
 - **To identify the best qualified of all qualified candidates**
 - **To ensure that the average candidate will get about half of the questions correct.**

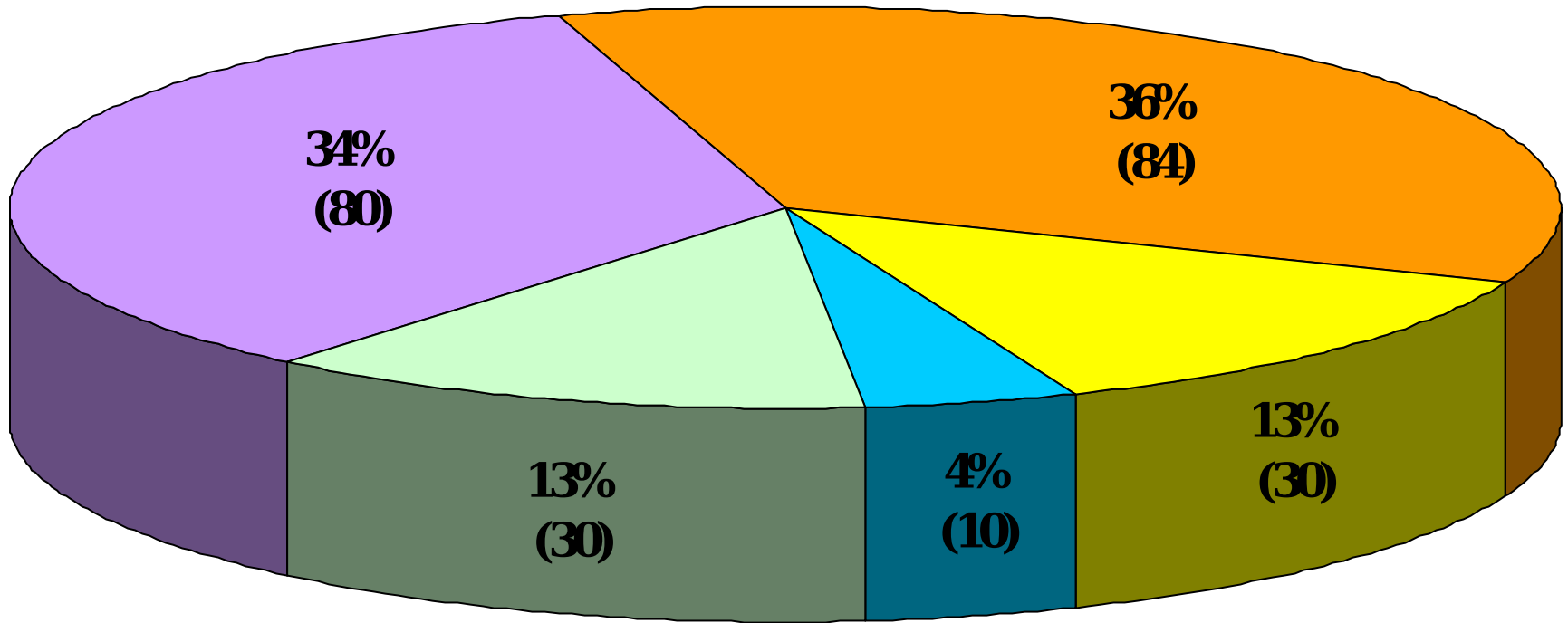
Final Multiple Score (FMS)

**The Final Multiple Score (FMS) method
looks at the “**whole** person”**

- **E-4/5/6**
 - **Performance**
 - **Experience (service in paygrade, awards, and PNA points)**
 - **Exam Score (standard score)**
- **E-7**
 - **Performance**
 - **Exam Score (standard score)**

FINAL MULTIPLE SCORE E-4/5 CANDIDATES

Maximum Possible Points



 **Exam Standard Score**

 **Performance**

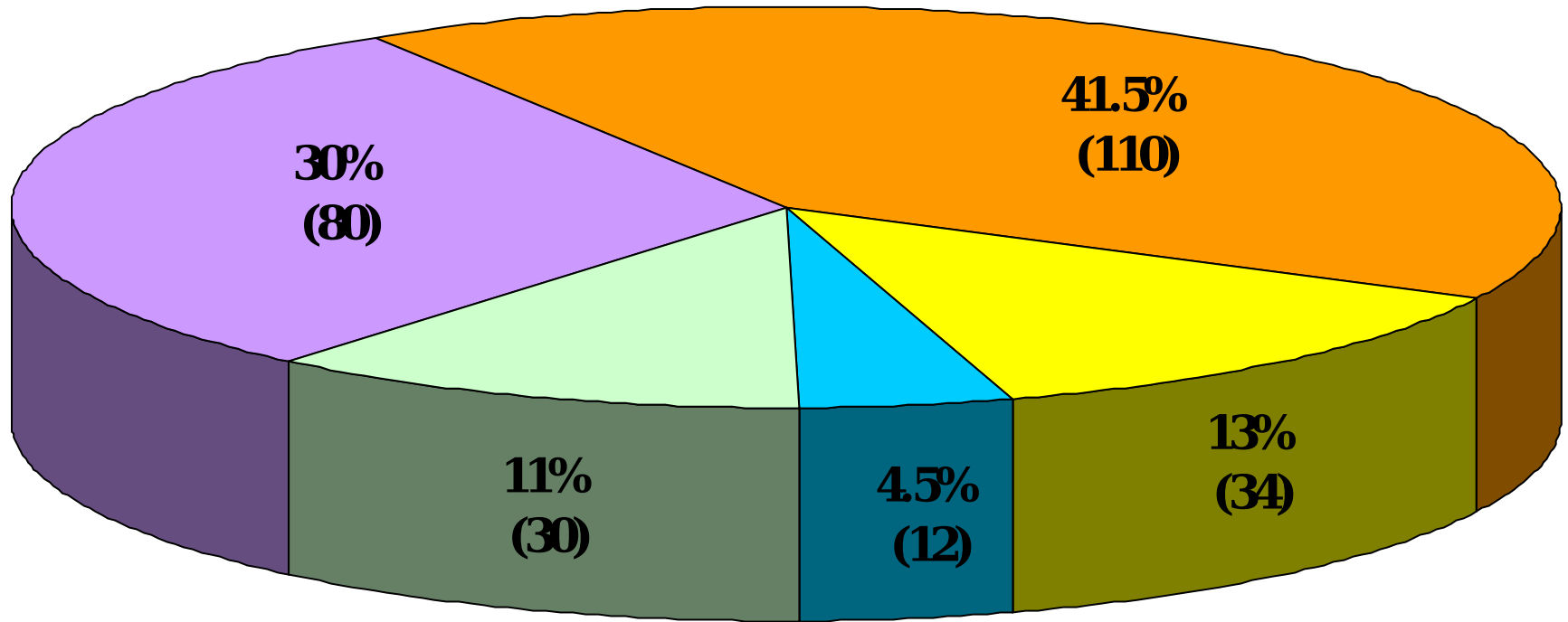
 **Service in Paygrade**

 **Awards**

 **PNA Points**

FINAL MULTIPLE SCORE E-6 CANDIDATES

Maximum Possible Points



 **Exam Standard Score**

 **Performance**

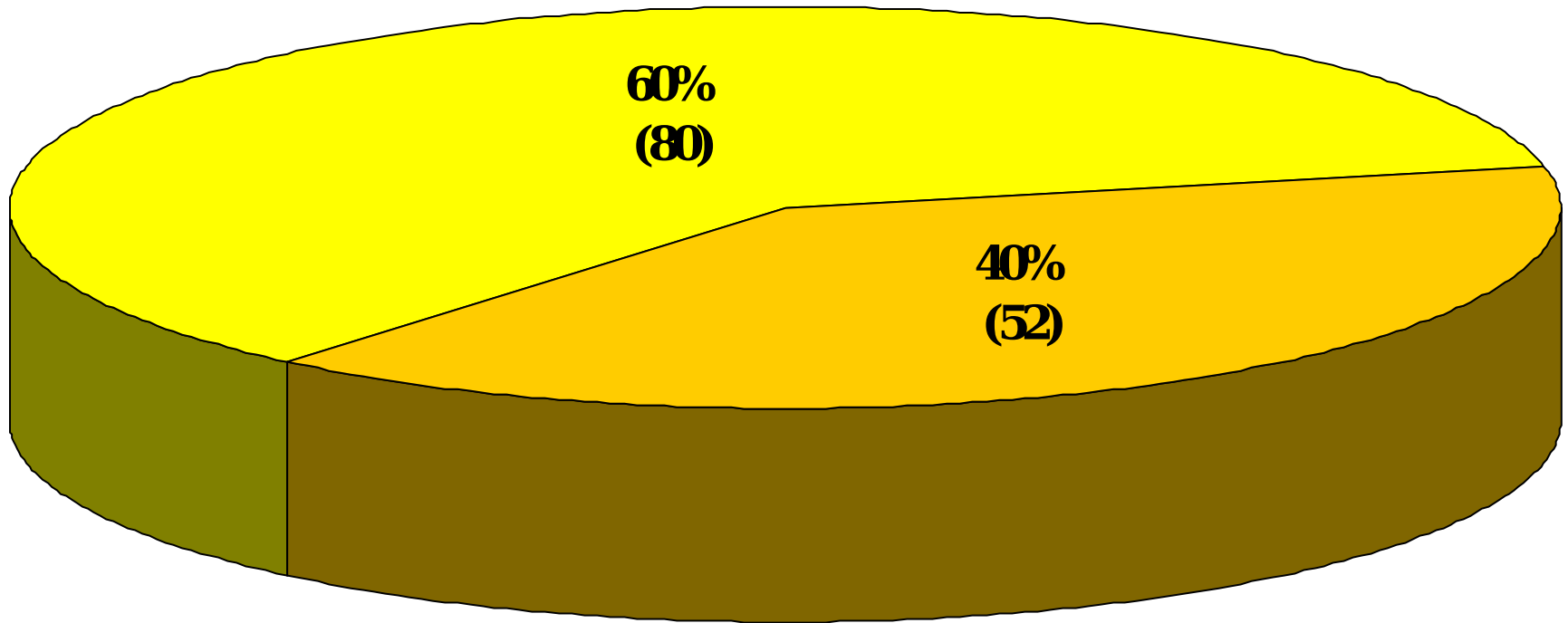
 **Service in Paygrade**

 **Awards**

 **PNA Points**

FINAL MULTIPLE SCORE E-7 CANDIDATES

Maximum Possible Points



■ **Exam Standard Score**

■ **Performance**

Now, let's talk about the
Profile Information Sheet...

FROM: COMMANDING OFFICER
TO: DOE, JOHN 123-45-6789

PRESENT RATE HT2
EXAM RATE HT1
GROUP
BRANCH CLASS USN
CYCLE XXX
SERIAL NO. XXX0123
DATE MARXX
UIC 12345
CODE AD

SUBJ: EXAMINATION PROFILE INFORMATION AND EXAM STATUS

REF: (a) YR LETTER DTG

FINAL MULTIPLE SCORE BREAKDOWN	EXAM STANDARD SCORE	PMA (EVAL AVG)	SERVICE IN PAYGRADE (YYMM)	AWARDS	PNA	YOUR FINAL MULTIPLE MINIMUM	MINIMUM MULTIPLE REQUIRED
Your multiple broken down by each factor	44.88	03.20 (3.87)	34.00 (1100)	12	18.0	211.08	210.40
AVERAGE of candidates SBE in your rate	58.58	03.34 (3.89)	31.13 (0706)	10	15.9		
PNA POINT BREAKDOWN				CYCLE XXX	CYCLE XXX	CYCLE XXX	CYCLE XXX
PNA POINTS EARNED FROM YOUR PREVIOUS EXAMS/PMAs THAT WERE APPLIED TO THIS EXAM'S FINAL MULTIPLE SCORE				2.5	1.5	1.5	2.0
PNA POINTS EARNED FROM THIS EXAM ADMINISTRATION THAT WILL APPLY TOWARD YOUR FMS ON THE NEXT EXAM				FROM EXAM STANDARD SCORE		FROM PMA	TOTAL



Final
Multiple
Score
Breakdown

EXAMINATION SCORE BREAKDOWN BY SECTION:

NO.	TOPIC	NUMBER OF QUESTIONS	YOUR SCORE	YOUR %ILE	YOUR OVERALL PERCENTILE WAS 79 . YOU SCORED HIGHER THAN 79. PERCENT OF THE CANDIDATES IN YOUR RATE WHO TOOK THIS EXAM
1.	BLUEPRINT READING AND SKETCHING	15	13	98	Total number of exam questions may not always equal 200 due to deletions. Deleted questions result if equipment or procedures become obsolete between the time the exam is written and the time the exam is taken. Deletions do NOT change a candidate's chance for advancement. The standings are based on over 90% returned answer sheets. No change occurs with all returns in.
2.	SHEET METAL FABRICATION AND REPAIR	15	11	84	
3.	STRUCTURAL FABRICATION AND REPAIR	15	12	96	
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12.	SECURITY REQUIREMENTS	19	11	78	

CONTACT YOUR ESO FOR MORE INFORMATION ABOUT DATA USED FOR YOUR MULTIPLE CALCULATION. DO NOT USE THIS SHEET TO STUDY FOR THE NEXT EXAM. EXAM CONTENT VARIES FROM ONE EXAM SERIES TO ANOTHER. THIS SHEET CONTAINS TOPICS THAT WERE USED *IN THIS EXAM ONLY* AND MAY NOT APPEAR ON FUTURE EXAMS. TO CHECK FUTURE EXAMS, GO TO THE NETPDTTC WEB SITE UNDER THE BIBS PORTION AT WWW.ADVANCEMENT.CNET.NAVY.MIL.

1. PROVIDED ELIGIBILITY IS MAINTAINED, SUBJECT CANDIDATE IS AUTHORIZED ADVANCEMENT TO HTC. ADVANCEMENT MAY BE EFFECTED ON 16 SEPT XX. VERIFY ALL FMS DATA AS CORRECT PRIOR TO EFFECTING THIS ADVANCEMENT. AUTHORITY FOR ADVANCEMENT IS NETPDTTC ADV LTR 4-XX.

DEPARTMENT OF THE NAVY

NAVAL EDUCATION AND TRAINING PROFESSIONAL DEVELOPMENT AND TECHNOLOGY CENTER
6490 SAUFLEY FIELD RD, PENSACOLA, FL 32509-5240

FROM: COMMANDING OFFICER PRESENT RATE HT2 EXAM RATE HT1 GROUP BRANCH CLASS USN CYCLE XXX SERIAL NO. XXX0123 DATE MARXX UIC 12345 CODE AD

TO: DOE, JOHN 123-45-6789

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REF: (a) YR LETTER DTG

REF ID: A11111111

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PNA POINTS EARNED FROM YOUR PREVIOUS EXAMS/ PMAs THAT WERE APPLIED TO THIS EXAM'S FINAL MULTIPLE SCORE				2.5	1.5	1.5	2.0	1.5	9.0
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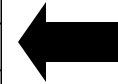
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PNA
Point
Breakdown

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Exam
Score
Breakdown
By
Section

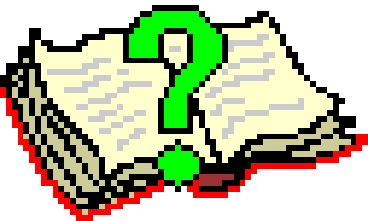
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“How can I best prepare for the exam?”



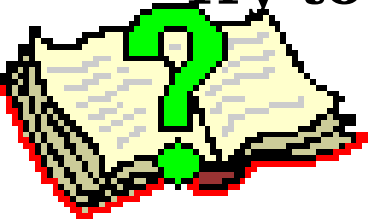
- Make sure you meet all eligibility requirements
- Be a top performer (sustained superior performance)
- Provide good input on your evaluations
- Learn as much as you can about your rating from all sources (Bibliography, References, schools, OJT)
- Use the *Advancement Handbook* to help focus your study plan. **AND, START EARLY. Don't wait until the last minute!**



“How can I best take the test?”

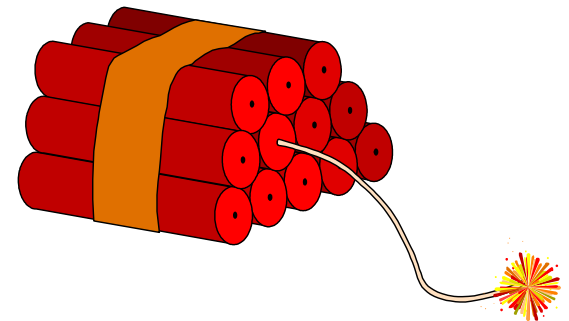


- **Read each question thoroughly and carefully, there is plenty of TIME!.**
- **Answer all of the questions you know 1st.**
- **Answer every question, NO BLANK SPACES!**
- **Review the hard ones, questions you don't know last.**
- **Eliminate as many wrong answers as you can on each question.**
- **Try to get down to at least a 50/50**



Dispelling myths about exams—let's have the **facts!**

- **MYTH:** A number of questions are arbitrarily thrown out of every exam (not scored). As many as 70 questions are tossed.
- **FACT:** All questions are used for scoring unless there is a valid reason to delete a question (e.g., outdated equipment).



...more mystifying myths

- **MYTH**: There are “trick questions,” as well as the ever popular “more than one correct answer.”
- **FACT**: Incorrect answers are meant to be close but there is **ONLY ONE CORRECT ANSWER**.

...and a final myth

- **MYTH**: Scoring the maximum 80 points on the exams means you “aced” the exam.
- **FACT**: It simply means you performed better than all or almost all of the other candidates taking the same exam.
- **FACT**: 80 “represents” the highest standard score attained for a group of candidates taking the same examination (the best raw score may have been a 142).



NETPDTC
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DEVELOPMENT AND TECHNOLOGY CENTER



- **For general NEAS information or to download information:**
 - **Home page:** <https://www.advancement.cnet.navy.mil> OR
 - **Bulletin Board:** DSN 922-1394/1820 (COMM: (850) 452-1394/1820)
 - **SALTS:** Streamlined Automated Logistics Transmission System
 - **Specific questions:** Exam Development Branch Head:
 - nora.matos@cnet.navy.mil
 - **Phone:** DSN 922-1001, extension. 2163
 - **COMM:** (850) 452-1001, extension 2163
 - **Fax:** DSN 922-1819 or COMM (850) 452-1819
 - **Exam discrepancies:** DSN:922-1252 COMM:850-452-1252

That's All Folks